

HOW TRAINING SPEEDS UP PRODUCTION.

New Methods Reduced Greatly Waste by Labor Turnover, and Teach Unskilled Workers Quickly.

What training means in speeding up production in all the munition plants and other factories engaged on Government contracts was illustrated by two calls made by H. E. Miles, now with the Training and Diligence Service of the Department of Labor, of which Charles T. Clayton is director.

In one war factory where the old methods of "breaking-in" still were followed 15,000 persons had been employed since January 1, and of this number only 4,500 had stayed with the company. As the estimated cost per capita of this labor turnover is \$50 the loss can be easily figured. The output of this factory is necessary to our Army and the armies of the Allies, and it employs many skilled men who could be raised to a high degree of efficiency if they could be relieved of the simpler tasks by the substitution of trained workers. The company operating this plant will probably begin extensive training, as the success of other manufacturers has shown its possibilities.

The second visit was made at a factory that now maintains a most successful training room. In the month before this vestibule school was started the company hired 3,100 persons, at an average cost of \$50 each. More than 1,600 left that same month, thus incurring a loss roughly estimated at \$80,000 plus waste in poor work done, which brought the cost of increasing the force 1,500 to about \$100 each. The training room was opened in April and, as it was locally impossible to procure men, high-class women constituted the majority of the new workers. By May the rate of training was 7,600 per annum, with substantially no outlay in getting the applicants, which included school-teachers and other women desirous of rendering direct service in the war.

At first the foreman thought little of the training room and was willing to accept for the factory only 20 per cent of the number of employees needed from the list of new workers. In May the foreman took 40 per cent and in June 60 per cent from the training room.

The latest report from this factory shows that only 2 or 3 per cent of the workers leave each month. Experience had shown that about 10 per cent of the training-room workers leave, and that the elimination takes place before it is a serious incident. The production of the employees obtained from the training room in this factory has proved to be about 20 per cent greater than that of those sent from employment offices.

STUCK TO JOBS THROUGH EXTREME HEAT.

Workers at Ohio Coke Ovens Made Splendid Record During the Summer.

Workers at the Ohio coke ovens made a splendid record of service during the summer, and plan to maintain it so long as the war lasts. The region was visited by several hot spells during the warm months, during which time the work in the ovens became almost intolerable.

The men, however, mindful of the Nation's needs, refused to take advantage of the hot weather to ask for lay-offs, and stuck to their unenviable jobs as steadfastly as though they were defending trenches against the Germans. During the hot weather they were not able to work so efficiently as during comfortable weather, but the reports from the mines that have reached the Department of Labor indicate that they did their best at all times.

READY FOR INTERNATIONAL MEETING.

Mexican and American Labor Will Hold Conference at Laredo, Beginning November 13.

Arrangements have been completed for the great international labor conference at Laredo, Tex., beginning November 13. Delegates will be present, it is expected, from many Latin-American countries besides Mexico, although, naturally, the chief interest in the meeting is for Mexico and the United States.

Governors of many Mexican States will attend, and the American border States will be represented. The organized labor movement in Mexico has developed along much the same lines as that in America, and the conference is relied upon to strengthen the bonds that already exist between the workers of the two Republics.

The welfare of Mexican laborers has been kept in mind by the Carranza Government, and the progress of labor legislation in that Republic will be a subject for discussion. The work of American labor during the war and effects of the war upon the labor situation will form another topic of interest.

The conference is expected to assist in the movement of Mexican labor into the United States during the war emergency, for the official labor organizations of both countries are anxious to promote good relations between the Governments. The immigration of Mexicans has been facilitated by the removal of certain restrictions, and they are particularly needed on farms, railroads and military projects in the Southwest.

GOOD PAY DURING RE-EDUCATION IN CANADA.

Disabled Men and their Dependents Are Supported During Industrial Training.

Liberal vocational allowances recently were announced for returned Canadian soldiers while undergoing training for resuming their places as civilians. A single man during his training receives \$50 a month. A married man receives for himself \$28 a month, and additional allowances are paid to his wife, ranging from \$35 to \$55 a month or more, according to the number of children. A widower with children receives \$38 for himself and amount ranging from \$15 to \$40 a month for his children in addition, according to the size of his family. As in the army, dependents of unmarried men also receive allowances.

In order to prevent inequality of pay, pensions, which are awarded on discharge from the army, are not

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TRUSTEE SALE. In keeping with a trust deed given to me and registered in the register's office the 19th day of May 1913 at 1:45 p. m., o'clock recorded in Book 141 page 169 in the register's office of Davidson, state of Tennessee to secure a note of \$250.00 with interest from date of said note and attorney's fee. I will sell at the south door of the Davidson County Court House at noon Saturday, Nov. 16th to the highest bidder one lot 50x150 feet in Block 1, Jones & Dudley edition of the city of Nashville.

The notes and the deeds of trust were signed by Henry Holt and Sallie Holt and the trustee deed was made to satisfy the principal and interest on said note. The property is to be sold and the buyer is to assume the side walk taxes, the city, county and state taxes for the years 1915, 1916 and 1917.

HENRY ALLEN BOYD, Trustee.

SHELBYVILLE. Mr. George Ryals, one of our old citizens was buried Sunday. His son, J. Jeff Ryals is in France. He has done every thing possible to make the declining days of his father happy. Much anxiety has been felt over H. D. Hawkins, son of Rev. W. V. Hawkins, who was reported very ill in Nashville. His mother and father were summoned to his bedside. He is reported better and perhaps out of danger. Prof. S. C. Rainey is lying at the point of death. Little hope is entertained for his recovery. Dr. J. A. Rainey of St. Louis and Mrs. J. H. Elliott of Nashville are at his bedside. The schools opened Tuesday. Many parents are glad to be rid of their lively wards for a few hours each day. Mr. Ernest Campbell, one of our prosperous young farmers, sold a mule last week for \$350. He has four more for sale equally good. This is the way to solve the race problem. Miss Sammie Daniels who has been living in Kentucky spent a few days here last week. All the Campbells met at the residence of Mr. Hurley Campbell, Sunday to celebrate his birthday. We are advised as to his age but judging by the top of his head there is not a thing between him and heaven. Here is long life to our esteemed citizen.

HOLT LAND. The influenza is raging in this community. Many deaths among whom was Mrs. Bell Taylor a member of Mt. Vernon Baptist Church. She was a lovely woman, was loved by old and young. Every one was glad to meet Bell with her sweet smiles. She had a pleasant word for even the youngest child. Brother Bill Taylor's son Roy was brought home from Camp Sherman a corpse. He had been in camp only a few weeks when stricken with influenza which caused his death. His funeral was held Sunday. He was a fine young man and a faithful member of Mt. Vernon Baptist Church. Our churches and schools have been closed for several weeks. Will open next Sunday and Monday for school and services. Bro. Geo. Floyd is convalescing. The 8th District raising money for the U. S. war work. 1st Division to report the 11-18th inst at Lewisburg. Prof. Wilson and son are still in the Government service at the munition plant. Bro. and Sister Phillips spent Sunday with Mrs. Wilson and family. Mr. and Mrs. Beasley of St. Louis, Mo., were called to Nashville to the bedside of his mother. She is very much better at this writing and they have run out to Chapel Hill and College Grove to spend a day with their sisters. Mrs. Wilson and Holford. They are both looking well and their many friends are glad to see them. Bro. Criss Owen is convalescing. We hope he will soon be out again. Mr. Roy Bigger and Miss Savannah Denny were married recently. They are a lovely couple. Miss Thelma McCord visited Miss Emma Lou Wilson recently. Mrs. Columbus Sheffield is in Nashville this week. Mrs. Anna Phillips is visiting her son, Elmore in St. Louis, Mo. Mr. Herman McLean left recently for Camp Sherman. Mr. Ned Bigger is helping little Howard Wilson to get his molasses made up this week. The sweet potato crops are fine in this section. Mrs. Wilson has an acre of the finest ever seen. Let Howard Wilson be busy setting traps since the appearance of Mr. Jack Frost. Success to the Globe.

MRS. FORBES IN CHICAGO, ILL. Mrs. E. A. Forbes, 513 Lischey avenue, has been called to Chicago, Ill., to the bedside of her sister, Mrs. Alice E. Wilson, who is suffering from a second paralytic stroke. Although on a mission of sadness, she was mingled with gladness as she has three daughters in Chicago whom she hasn't seen in a couple of years, namely, Mrs. Nannie Forbes Giles, Mrs. Vera Forbes Hill and Miss Minta G. Forbes. The Forbes are making good in Chicago. Mrs. Giles is proprietor of a well-equipped grocery, delicatessen and ice cream parlor; Mrs. Forbes Hill is proprietress of a first class hair-dressing parlor and Miss Minta Forbes is an efficient stenographer in the office of the Chicago Defender, the world's greatest weekly.

J. C. PHILLIPS IN FRANCE. Among the people who formerly were in the city but are now somewhere in France is Mr. J. C. Phillips who was prominently known in Nashville as one of the famous poets. He writes to Rev. Henry A. Boyd, the Secretary of the Sunday School Conference and tells of his religious work there in France. He is with the 317th Engrs. Headquarters Department and wishes to be remembered to his Nashville friends. With him is Mr. Orichlow who was last connected with various business concerns of Nashville.

NOTICE. All of the progressive and ideal Missionary Baptists of Maury County are coming together once more in life. Together we stand and divided we fall. We are going to endeavor to form a Maury County Missionary Baptist Association. This meeting will convene in the big board meeting of the State Convention which will be held at the First Baptist Church, Rev. J. T. Tunstall. The dates of this meeting are November 27th, 28th and 29th. This great work will go on if it pleases the good Lord. Our aim and object is to add more strength to the church of the true and living God.

The ministers of Columbia are anticipating an organizing a Ministers' Alliance in which they will meet every Monday morning and make their church reports and discuss topics and also suggest plans such as will keep church work alive and wake up the slothful part of the moral vineyard in this district.

BOOKER T. WASHINGTON TOURIST CLUB. The Booker T. Washington Tourist Club met in the home of Mrs. M. T. Rucker, 2828 West Hill. The president presided at her post, opened in the usual way. We received three new members, Miss Davis, Mrs. Wilks and Mrs. Smith. The resolution was by the secretary. The roll was called and each member responded with quotation and dues. Mrs. Webster sent greetings to the club and is able to be present. The following ladies were present: the visitors Mrs. Floyd, Mrs. Dungeon, Miss Annie Smith. The following members were present, Mrs. M. J. Wilks, Miss I. Davis, Miss A. M. Davis, Mrs. A. V. Marshall, Mrs. R. H. Boyd, Mrs. A. L. Williams, Mrs. O. G. Morton, Mrs. V. E. Vinson, Mrs. G. B. Bolden, Mrs. A. L. Priest, Mrs. J. C. Floyd, Mrs. H. M. Burns, Mrs. O. Cook, Mrs. C. T. Blakemore, Mrs. M. T. Rucker, Miss S. E. Henderson. The house was then turned over to the hostess after she had read the minutes. Mrs. Rucker served a very elaborate meal. The B. T. W. Club will meet at the home of Mrs. Priest, 806 Overton Street, promptly at 3 o'clock.

The B. T. W. Club turned thanks to the hostess for her hospitality. Remarks by Miss Smith and Mrs. Floyd, the visitors.

Mr. and Mrs. Bryant of Birmingham, Ala., passed through the city this week en route to Cincinnati, Ohio, where they went to be present at the marriage of Miss Ida Jones, which took place in Cincinnati, Wednesday. Miss Jones is the daughter of Mr. and Mrs. Joseph L. Jones and sister of Mrs. Bryant.

Miss James H. Shorter passed through the city this week en route from Mississippi to Columbus, Ohio, where she is now making her home. She reported the death of Mrs. Lathan, her aunt and states that she had been down in Mississippi to attend the funeral. Mrs. Lathan died out at San Antonio, Texas. She was the mother of Mrs. Rhea Lathan, who spent a number of years here in school.

AFRICAN COLONIES SHOULD NEVER BE RESTORED TO GERMAN DOMINATION. Emmett J. Scott Voices Earnest Protest of 12,000,000 American Negroes Against Returning Oppressed Black People to German Tyranny.

Urges Larger Liberties for African Aliens Under Government of an International Commission—One Member of Commission to Be a Colored American—How Black Men of the World Have Aided in War for Freedom and Democracy.

New York, November 4.—At a monster patriotic meeting Saturday night at Carnegie Hall, the thousands of the Circle of Negro War Relief, the principal speaker was Irvin S. Cobb, the famous war correspondent, who has recently returned from the French front, where he was a witness to some of the most important battles of the present conflict of the Allies against Germany.

Mr. Cobb's theme was "The Negro Soldier," and his remarks were of especial interest because of his intimate contact with the colored American warriors during their trying "baptisms of fire."

Prominent among other speakers who were heard on this occasion was Emmett J. Scott, secretary of Tuskegee Institute, Alabama, and for eighteen years the confidential secretary of the late Booker T. Washington. He was appointed a little more than a year ago by Secretary Newton D. Baker as a Special Assistant to the Secretary of War, to advise him with reference to the many delicate problems growing out of the relation of the 2,000,000 Negroes of this country to the war, and to indicate to his people how they might render the most effective aid in bringing victory to the American arms.

The Negro's Part in the World-wide War. Dr. Scott prefaced his address with the declaration that "this is the people's war—not a white man's war, not a black man's war, but a war of all the people under the Stars and Stripes for the preservation of human liberty throughout the world."

In this conflict for liberty and world-wide democracy, Dr. Scott said, "The Negro is destined to be a notable and inspiring figure." He warned his people not to be deceived by unofficial statements or expressions that peace is near, declaring that an enduring peace will never come until the enemy is decisively beaten, and plugging the continuance of the loyal black battalions in the forefront of the struggle to the very finish—until an honorable peace has been enforced or obtained.

Nearly 400,000 Colored Americans Under Arms. Dr. Scott noted that there are now overseas, "at grips with the master of the civilized world," and awaiting the call to active combat, nearly 400,000 gallant black soldiers, the "fruit and flower of the Negro race." These, he said, represent a response of more than 50 per cent of the total number of Negroes registered in the draft, and a larger proportionate number than has been true of other racial groups registered under the first draft. "And this number," added Dr. Scott, "takes no account of the sturdy, upstanding men of the race who are members of the four 'crack' regiments of the

Regular Army, nor of the 12,000 brawny men who came into service through the National Guard organizations, such as 'Fighting Fifteen' of New York, which has, along with others, won imperishable fame on the battlefield in France." He pointed with pride to the fact that while the Negro represented only 8 per cent of the first draft registration, the race has actually contributed 15 per cent to the number called to the colors under said draft. He noted also that in every hundred in the first draft examined for service, approximately 30 per cent of the Negroes were accepted, while only 24 per cent of the whites were accepted. A difference of 12 per cent in the Negroes' favor for physical quality. This, he contended, disabates the ancient yarn about the black race being a deteriorating or decadent people. Relatively, few colored men claimed exemption from military service than did the whites.

Dr. Scott further declared that the war "grim-visaged and ruthless as it is, has served to afford the Negroes an opportunity once more to prove their unbounded, unfaltering loyalty—their 100 per cent Americanism and to demonstrate their immunity from insidious German propaganda. The war has made for the advancement of the material welfare of the race. Prior to the present conflict the Negro had less than a dozen commissioned officers; now he has more than 1,200, all highly qualified and forward-looking men. From an army of but four regiments, with only infantry and cavalry, the race has now its 400,000 men represented in every conceivable branch of the service, and the reports from officers, from General Pershing down, indicate that these men are giving an excellent account of themselves. Dr. Scott read several letters from French and American officers testifying to the gallantry and valor of the colored men under the severest shell-fire and how they had held the line intact in many instances under the most trying circumstances.

Under International Commission. Urges Self-Government for Colonies. After noting in meekness cases where black men had been awarded the French Croix de Guerre and paying a tribute to the priceless labors of the black soldiers of America, who "chose to 'make the world safe for democracy,'" Dr. Scott made a somewhat startling plea for a solemn guarantee of international protection and larger liberties for the darker races of the world, registering a fervent protest against any policy that might restore to Germany her pillaged African colonies and urging a form of self-government for the oppressed peoples, under which shall be a colored American "to voice the inarticulate yearnings of that host of exploited and pillaged people."

Protests Against Restoring African Colonies to Germany. Elaborating this point with reference to the future of the colonies wrested from German domination and tyranny, Dr. Scott described the revolting cruelties perpetrated upon the natives in the African dependencies, noting an official report of Edmund H. L. Gorges, Secretary of the Interior for the South African Union, which tells of the enslaving of men and the outraging of women, of hangings and floggings and wholesale massacres, with many tribes threatened with extinction. In Togoland, where the oppression was especially life, it is stated that the population fell off a million souls in less than two decades of murder and rape.

"May we not, in this solemn hour, register our fervent protest against any contemplation of restoring to Germany those African colonies which she has so long oppressed and betrayed?" asked Dr. Scott. "It is too much to say that to restore these helpless black men to their former oppressors would be a terrible betrayal. Has not the hour come in which men, even of Darkest Africa, may cry out for the right to elect or ordain their own destiny under an acceptable regime and guidance of enlightened men rather than under oppressive and cruel masters?"

"Black men of America and Africa have helped to rout and humble 'When civilization all but tottered to its doom, Senegalese, Algerian and Sudanese troops stayed the Hun and saved civilization to the world. Soon around the Peace Table representatives of the nations of the Earth are to gather. France and England in their hour of need have gladly accepted the allegiance and the assistance of tribes from Africa. A great and responsible duty now devolves upon the nations of the world to see that these poor people, along with other oppressed peoples, shall not be again placed under the iron heel of malignant oppressors."

"In truth, the hour has come, in my opinion, when the world should declare that not only are these colonies not to be turned back to Germany, but to no other nation as well."

"May not we, brothers by racial ties and blood sympathy of these African peoples, speak for them and call for their freedom, for their liberties, for the self-determination of their destiny AND FOR THE APPOINTMENT OF AN INTERNATIONAL COMMISSION, which shall in future govern these colonies, AND UPON WHICH COMMISSION THERE SHOULD SIT A REPRESENTATIVE OF THE 12,000,000 COLORED PEOPLE OF AMERICA, who represent the largest group of forward-looking black people of the world, TO VOICE THE INARTICULATE YEARnings OF THAT HOST OF EXPLOITED AND PILLAGED PEOPLE?"

ARE YOU READY TO SUPPORT SUCH A REQUEST?

Pledges Loyalty of Negro Americans to Our Flag. In conclusion Dr. Scott said: "Till Victory and Peace come, we shall continue to pledge to the President of the United States and the national government all that we have and that we are, whether at the bleeding battle front; or wherever faithful service will count most toward winning the great war in which we are engaged. We are pledged to do everything that will help and nothing that will hamper our Government in winning this war for the honor, the independence and the sacred principles of our Country, and the ultimate freedom of all mankind. "We can pledge no more—OUR COUNTRY EXPECTS NO LESS!"

LABOR RECRUITERS FOR WOMEN WORKERS. Conditions in Philadelphia Lead to New Methods of Interesting Women in War Industries.

Labor recruiters to interest women in war work are anew development in the policy of the United States Employment Service, made necessary by the shortage of help at the Schuykill Arsenal, where many soldiers uniforms could not be completed because of the lack of workers.

The recruiters were stationed in the city hall courtyard, which is crossed by two of the city's principal streets. They have handed out thousands of slips calling the attention of women to the emergency need for their services in industrial work, and listing five officers in Philadelphia where women might enroll for war work.

Reports received at Employment Service headquarters have shown that in many districts women are being substituted rapidly for men whose places in industry have been left vacant through their service in the Army or Navy.

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TO GROW LONG, STRAIGHT HAIR. You Need a Real Scalp Food. There are so many so-called hair growers on the market, a large number of which are nothing more than perfumed grease, it is no wonder people get discouraged and lose faith in hair tonics. In deciding whether to use on your scalp be sure and get a remedy of proven merit. Seeb's Quinase is a highly medicated powder that has stood the test of time. It is a real scalp food; it stimulates and nourishes the roots of the hair, causing a natural growth of longer hair. Quinase is the invention of an expert chemist and is made under the supervision of an experienced registered pharmacist. It makes the hair soft and smooth and easy to put up in the style desired.

To get best results from the use of Quinase it is necessary to shampoo the scalp about every two weeks with Seeb's Quinase. Quinase is made entirely out of pure vegetable oil, principally coconut oil, and is a thorough cleanser. Quinase softens the hair and makes it more pliable. It leaves the hair soft and fluffy and imparts a refreshing feeling to the scalp unequalled by any other shampoo.

Do not accept any substitute, but insist on getting Seeb's Quinase and Seeb's Quinase, asking for them by the full name. Price is 25 cents each. If your favorite dealer does not stock these two articles, ask him to obtain them for you from his wholesaler or send us the price and we will mail them to you. Seeb's Drug Co., 79 East 130 street, New York City.

WHAT DID SHE DO? MARY JOHNSON'S HAIR. Was Short and Kinky. Now It's Long and Fluffy. She Used NOAH'S HAIR DRESSING. Noah's Hair Dressing is a pure vegetable oil, principally coconut oil, and is a thorough cleanser. Noah's Hair Dressing softens the hair and makes it more pliable. It leaves the hair soft and fluffy and imparts a refreshing feeling to the scalp unequalled by any other shampoo.

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